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FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

21-07-2022

## Standardisation of remuneration and conditions of service for Community Health Workers in Department of Health

The Parties to Council resolved to prioritise the standardisation of the remuneration and the conditions of Community Health Workers (CHWs) in the Department of Health. Unfortunately, the provisions as contained in clause 5.5 of Resolution 1 of 2018 have once again not been finalised and further engagements are required to address and finalise the specific issues as stipulated in clause 5.5 below.

Clause 5.5 of the Resolution stipulates that 'parties to ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and the absorption in the health system for CHWs and the subsequent process that may follow in line with policy framework and strategy for ward-based outreach'.

Members will recall that parties to Council did sign a collective agreement, extending the lifespan of PHSDSBC Resolution 1/2018 for two consecutive terms. The employer tabled a draft agreement to extend the lifespan once again with a further three years to allow parties to conclude on outstanding matters as per clause 5.5.

Labour raised concerns regarding the ongoing extension of these contracts without securing permanent employment for CHWs. Parties agreed to meet on 11 July 2022 to engage on the modalities and on the process to finalise the outstanding issues as per clause 5.5. The current lifespan of the agreement will come to an end on 10 July 2022, by implication if the agreement enjoys a majority signature, the lifespan is extended until 10 July 2025. This will ensure that the CHWs do have at least an income for another three years whilst parties to Council try to resolve the permanent employment of these CHWs.

Please find *attached* the Collective Agreement as it enjoyed majority signature on 21 July 2022. The PSA will ensure that this matter is driven to conclusion and that all outstanding matters are addressed to the benefit of members.

GENERAL MANAGER